

IN THE UNITED STATES DISTRICT COURT
FOR THE DISTRICT OF OREGON
EUGENE DIVISION

NANCY BRYANT,

Civ. No. 6:18-cv-01553-AA

Plaintiff,

VERDICT FORM

v.

CITY OF TOLEDO, et al.,

Defendants.

We, the Jury in the above-entitled action, for our Verdict, answer the questions unanimously, submitted as follows:

Federal Claim: First Amendment Retaliation as to Craig Martin and Billie Jo Smith

1. Did Nancy Bryant prove each element of her claim that Craig Martin violated her right under the First Amendment to be free from retaliation for speaking on an issue of public concern?

Answer: Yes

X

No

Proceed to the next question

2. Did Nancy Bryant prove each element of her claim that Billie Jo Smith violated her right under the First Amendment to be free from retaliation for speaking on an issue of public concern?

Answer: Yes

X

No

If you answered "Yes" to either Question 1 or 2, proceed to the next question

If you answered "No" to both Questions 1 and 2, skip to Question 5.

3. You answered "Yes" to either Question 1 or Question 2. How much should Nancy Bryant be compensated for the harm done by Billie Jo Smith and/or Craig Martin?

As to Billie Joe Smith:

As to Craig Martin

Economic damages \$ 0

Economic damages \$ 0

Emotional damages \$ 5,000.00

Emotional damages \$ 10,000.00

Proceed to the next question

4. Do you find that Nancy Bryant proved that Craig Martin and/or Billie Jo Smith engaged in malicious conduct, or had reckless disregard for her rights, such that she is entitled to punitive damages? If so, how much should Nancy Bryant be compensated for the harm done by Billie Jo Smith and/or Craig Martin?

As to Billie Joe Smith

Did Nancy Bryant prove punitive damages? ☒ Yes ☐ No

Punitive damages \$ 1000.00

As to Craig Martin

Did Nancy Bryant prove punitive damages? ☒ Yes ☐ No

Punitive damages \$ 12,000.00

Proceed to the next question

Federal Claim: Fourteenth Amendment Equal Protection Claim for Sex Discrimination as to Craig Martin

5. Did Nancy Bryant prove that Craig Martin took an adverse action or retaliated against her, and that Nancy Bryant's sex was a determinative factor in Craig Martin's decision to do so?

Answer: Yes

No

X

If you answered "Yes" to Question 5, proceed to the next question.

If you answered "No" to Question 5, skip to Question 8.

6. You answered "Yes" to Question 5. How much should Nancy Bryant be compensated for the harm done by Craig Martin?

Economic damages \$ N/A

Emotional damages \$ N/A

Proceed to the next question

7. Do you find that Nancy Bryant proved that Craig Martin engaged in malicious conduct, or had reckless disregard for her rights, such that she is entitled to punitive damages? If so, how much should Nancy Bryant be compensated for the harm done by Craig Martin?

Did Nancy Bryant prove punitive damages? ____Yes ____No

Punitive damages \$ N/A

Proceed to next question

State Law Claim of Sex Discrimination

8. Did Nancy Bryant prove that Craig Martin or the City of Toledo took an adverse action or retaliated against her, and that her sex was a substantial factor in that adverse action?

Answer: City of Toledo Yes ____ No X

Craig Martin Yes ____ No X

If you answered "Yes" for either City of Toledo or Craig Martin, proceed to the next question. If you answered "No" for both Craig Martin and City of Toledo, skip to Question 10.

9. How much should Nancy Bryant be compensated for the harm done by Craig Martin and/or the City of Toledo?

As to Craig Martin:

Economic damages \$ N/A

Emotional damages \$ N/A

As to City of Toledo

Economic damages \$ N/A

Emotional damages \$ N/A

Proceed to next question

State Law Whistleblower Claim

10. Did Nancy Bryant prove each element of her claim that Craig Martin, Billie Jo Smith, or the City of Toledo retaliated against her because she opposed conduct that she believed was evidence of mismanagement, gross waste of funds, abuse of authority, or violation of law?

Answer: Craig Martin Yes X No _____
 Billie Jo Smith Yes X No _____
 City of Toledo Yes X No _____

*If you answered "No" for every Defendant, your deliberations are complete.
 If you answered "Yes" for any Defendant, proceed to the next question.*

11. How much should Nancy Bryant be compensated for the harm done by Craig Martin, Billie Jo Smith, and/or City of Toledo?

As to Billie Joe Smith:

Economic damages \$ 25,000.00

Emotional damages \$ 50,000.00

As to Craig Martin

Economic damages \$ 15,000.00

Emotional damages \$ 100,000.00

As to City of Toledo:


Economic damages \$ 490,000.00

Emotional damages \$ 600,000.00

Proceed to next section

Your deliberations are complete. Please sign and date this form.

DATED: JUNE 5, 2025.


Presiding Juror

THIS FORM IS COMPLETE

Please notify the bailiff that you have concluded your deliberations